

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL

Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

Hosted by: Milwaukee Professionals Association
Hilton Milwaukee City Center
509 W. Wisconsin Avenue
Milwaukee, WI 53203

April 20, 2009

MEMBERS PRESENT

Wayne Belanger	John Metcalf	Clay Tschillard
Earl Buford	Ben Rodriguez	Dan Vanden Bush
Gert Grohmann	Robert Riberich	Marge Wood
Terry Hayden	Susan Scaffidi	
Henry Hurt	Tom Schoenberger	
Mike Lewin	Ron Splan	

MEMBERS EXCUSED

Brent Kindred	David Newby
Marcie Marquardt	James Nowak

MEMBERS ABSENT

James Moore

CONSULTANTS AND GUESTS

Hafeezah Ahmad	DWD-DET-Bur App Standards	Milwaukee
Jose Bucio	Wisconsin AFL-CIO	Milwaukee
Cathy Crary	DWD-DET-Youth Apprenticeship	Madison
Kay Haishuk	DWD-DET-Bur App Standards	Milwaukee
Robin Kroyer-Kubicek	Ctr for Career Devel. & Employ Tng	Oshkosh
Karen Morgan	DWD-DET-Bur App Standards	Madison
Ken Moore	DWD-DET-Bur App Standards	Madison
Bob Scheldroup	DWD-DET-Bur App Standards	Pewaukee
Kathy Wellington	DWD-DET-Bur App Standards	Madison

Welcome, Introductions and Check-In

The meeting was called to order at 10:06 am. Ms. Karen Morgan, DWD/BAS, confirmed that the meeting was properly posted in conformance with the Wisconsin Open Meeting Law. Signature sheets were circulated to record those in attendance. An Amended Notice of Meeting was distributed. Introductions of those present were made.

Approval of Minutes

Mr. Riberich referred members to the minutes of the October 28, 2008 meeting, which were included in the meeting packet. By unanimous voice vote, the Council approved the minutes of the October 28, 2008 Council meeting.

Youth Apprenticeship Presentation: Ms. Cathy Crary, YA, and Ms. Robin Kroyer-Kubicek, YA Curriculum developer, made the presentation. The presentation covered the history of Youth Apprenticeship in Wisconsin and the design concepts. The goals of the program were to have at least 75% of the high school students complete the program and also graduate from High school. All programs were/are required to have Core Skills, Safety Skills and Manufacturing Fundamental Skills. Youth Apprenticeship (YA) now has Perkins 4 funding so the WTCS, K-12 and YA can all work together. Studies have shown that YA does not negatively affect adult apprenticeship. There is currently a pilot study being conducted at Lakeshore Technical College to integrate YA and adult apprenticeships in the manufacturing trades.

A question and answer period followed the presentation. Among the questions asked and answers given were:

- * The law requires that 60% of the participants must be offered employment upon completion of the YA program. Are these offers taking “skilled trades” jobs that should go to a journeyworker or apprentice? That is not tracked for correlations.

- * There are about 312 school districts with around 360 high schools that currently participate.

- * YA is still active in other states including Oklahoma, Washington, Montana, Pennsylvania, Oregon and Massachusetts.

- * Only Wisconsin did a state-wide program and still has that program under the state’s “labor” department rather than the “education” department.

The related instruction component is two semester of around 280 hours.

Wisconsin Registered Apprenticeship 100th Anniversary: Ms. Karen Morgan distributed a handout, “Wisconsin Apprenticeship Advancing Forward to the Next 100 Years.” This will be used as the DWD/BAS/Council blueprint to move adult apprenticeship forward, including making changes required by 29 CFR 29. This will be the BAS Outreach & Education plan. The goal is to have it completed by July 1, 2009.

Discussion was held. Several recommendations for change to the document were made. Karen said that the sub-committees would continue to work on finalizing the plan and it will be brought before the Council for final review.

Sub-Committee Reports:

Educational Linkages: Mr. Riberich provided the sub-committee report, Attachment 2. The sub-committee met two times since the last Council meeting. The main project is to develop an outreach package that can be used in the K-12 System. Several pieces of information were reviewed for possible inclusion. The sub-committee also agreed to address the Workplace Survey recommendation to create and deploy a web-based “road map” that will more effectively guide potential applicants through the application process. The Council approved the plans of the sub-committee.

Equal Access Sub-Committee: Mr. Belanger provided the sub-committee report, Attachment 3. The sub-committee met two times since the last Council meeting. They are continuing to work on the Handbook, including testimonials and graphics. When it has been finalized, they recommend that WIDS be hired to assist in developing an instructor guide. They asked for Council approval. A motion was made, seconded and unanimously approved to hire WIDS for that purpose.

The sub-committee continues to work on the development of employer training tools. They are developing an employer-use “Take Action Timeline” that identifies pre-emptive actions that employers can take to promote apprentice retention. It will correlate the actions with a

statistical timeline identifying typical cancellation, quit or other retention data. In line with this, Kathy Wellington distributed the first page of a draft report on "Apprenticeship Cancellation Reasons." These are the reasons shown in BASIS. BAS will look into the "Other" reasons but that is a manual process that will take time. The sub-committee will also work on developing a standard employer evaluation sheet to better evaluate the apprentice's performance. It will also continue to work to prepare a diversity-related topics for use as "Toolbox Talks" on the jobsite and the development of a diversity training workshop geared toward the construction foreman/supervisor level for use by apprentice employers.

Informational Sub-Committee: Ms. Morgan provided the sub-committee report, Attachment 4. The sub-committee met two times since the last Council meeting. The Apprenticeship Manual was updated last year. It has been taken back to the State Trade Committees for comments. There have been several recommendations for changes so the sub-committee will review again and change as needed. Some areas of concern were probationary period cancellations, travel outside of the normal work area, and payment of PRI for the first 30-days of unemployment. Employers feel they should not have to pay for PRI during that period if the apprentice was laid off "for cause." Ms. Wood stated that she had a number of recommendations to Chapter 4 and would give that list to Ms. Morgan.

Marketing Sub-Committee: Mr. Belanger provided the sub-committee report, Attachment 5. The sub-committee met two times since the last Council meeting. They reviewed the Workplace Survey and agreed to address the priority identified by the Council to prepare and employer-use resource tool that identifies the gamut of preparatory classes, systems and organizations that serve as a recruitment tool for prepared applicants. The sub-committee also endorsed the idea of developing a comprehensive Education and Outreach plan for advancing apprenticeship into the 21st Century using the USDOL model, which was previously discussed as part of the 100th Anniversary.

Old Business:

Recap of the 24th Biennial Apprenticeship Conference:

Ms. Morgan provided a final report on the 24th Biennial Apprenticeship Conference. Conference attendance was down about 25%, from 350 to 280. There were more corporate sponsors this year. \$17,000 will be used for the 2011 Conference for the 100th Anniversary of the Wisconsin Registered Apprenticeship System. For this conference, the buses for the high schools were more expense as were the speakers. Only 33 evaluations were turned in for the General Sessions, but there were many more turned in for the workshops. Evaluations for the workshops were rated high while those for the Expo were rated lower than they have in previous Conference.

Barber/Cosmetology Apprenticeship Program:

Ms. Wellington distributed a handout that she had done at the request of the Council. The handout was a statistical review of cancellations and completions in the B/C apprenticeship program. Numbers have been declining since 2004. The B/C program experiences one of the highest cancellation rates for any apprenticeship in Wisconsin, averaging above 70% from 1997 – 2003. Cancellations by minorities have averaged above 80% for the same period. More than 44% of the contracts initiated during this period were cancelled prior to the beginning of the second year. BAS will review and adjust the process for tracking cancellation reasons in order to more readily identify problem areas that would benefit from early intervention. It may also be beneficial to track cancellation reason during the probationary period when a program exhibits a high level of cancellation.

WTCS Update:

Ms. Wood provided the update. She distributed a handout that showed WTCS Active Apprenticeship Enrollment Summary from WTCS data. Twelve trades have the majority of the apprentices. There are no major problems other than low enrollment in a number of trades. The spreadsheet also showed the number of graduates from the Technical Studies Journeyworker program as of April 2009. There has been a total of 155 graduates state-wide in that program since 1999. Ms. Wood also distributed a second handout that gave the proposed language for Instructor Certification Requirements for apprenticeship instructors. She asked if the Council would like that language to be used for all apprenticeship instructors or only selected trades? The Council recommended that it be used for all trades.

Perkins funding now has language that requires technical skills attainment. Should completion of an apprenticeship be considered the default proof of Technical Skills Attainment? Most trade committees have language that states that the completion of the apprenticeship is proof of skills attainment. The Council agreed.

Ms. Wood told the Council the WTCS has an internal workgroup looking at technical college advisory committees. Local apprenticeship committees are recognized for construction. The technical colleges want "industrial advisory committees" to oversee all industrial trades. Ms. Morgan asked the purpose of these committees. They only look at related instruction, but may include both full-time program instruction as well as apprentice related instruction. Ms. Wood stated the issue was the status of BAS ATRs as voting members of these advisory committees. Ms. Morgan stated that she does not think these committees can cover both the full-time program and apprenticeship curriculum because industrial employers who do not train apprentices should not be making apprenticeship related instruction decisions. She also believes that multi-trade industrial apprentice committees are okay, but not apprenticeship and full-time program committees.

DPI Update:

None presented.

Office of Apprenticeship Update:

None presented.

BAS Update:

Ms. Morgan presented the update. She distributed a handout.

- Integration of Apprenticeship into Workforce Investment Act (WIA) programs. She has met with the state-wide Workforce Development Board (WDB) and presented a PowerPoint. A copy of that presentation was mailed with the Council materials. BAS has received a federal grant for the purpose of this integration. The grant will be used to develop a strategy to assist the WIA system in early June.
- American Recovery & Reinvestment Act (ARRA). Ms. Morgan described initiatives to use ARRA funding to improve participation in apprenticeship.
- Apprenticeship – 100th Anniversary. The celebration will be held in the third week of June, 2011, at Monona Terrace in Madison. BAS needs planning teams. Hotel accommodations are not known at this time. Ms. Morgan collected the names of five persons to be on the core planning team.

- 29 CFR 29. State Apprenticeship Council (SAC) states have until December 2011 to implement the changes in state laws and rules. It is possible to receive a \$100,000 grant to cover the costs of the required changes.

Statistics:

Mr. Moore distributed two handouts that compare current numbers with April 2008. Overall numbers continue to drop. Only Industrial trades are showing a slight increase.

Old Business:

No additional items.

New Business:

None.

Next Council Meeting:

The next Council meeting will be held on Tuesday, July 21, 2009. The location is to be determined. Members will be notified when meeting details are confirmed.

Adjourn

By unanimous voice vote, the Council agreed to adjourn. Terry Hayden adjourned the meeting at 2:56 pm.

Respectfully submitted by
Ken Moore, Recorder

NOTE: There was a "Listening Session" held after the Council meeting.